



Have Dreams

HELPING AUTISTIC VOICES EMERGE

IMPACT REPORT



Have Dreams' mission is to help individuals with Autism Spectrum Disorder (ASD) learn, function independently and socialize so that they may realize their full potential and develop into contributing members of their communities

SOCIAL SKILLS



COMMUNITY

FRIENDSHIP

INDEPENDENCE

JOB TRAINING



DEAR FRIENDS,

The Have Dreams offices are a place of celebration. Here we see our cheerful and hardworking staff create opportunities for our participants. We watch as our adult Life SCILS participants happily stream in, excited to start another fulfilling day with their friends exploring the community. We're thrilled to see our Have Dreams Academy students gather their Chromebooks and depart for one of our many internship sites, ready to practice some newly learned workplace skills. Later in the day, we welcome our youngest participants as they come in for after-school activities and clubs, eager to play games, make crafts, have fun and forge friendships. These daily affirmations of the value of our work are only possible because of our exceptional staff. We are so proud of the work that we do and the unique opportunities we create for individuals living with Autism Spectrum Disorder (ASD).

When Have Dreams was founded in 1996, the prevalence of autism was 1 in every 2,500 children. Our program served seven children once a week in a donated park district space over an ice rink. **Now, the prevalence of ASD is 1 in 59.** Today, Have Dreams has evolved our programs to serve children, teens and adults with ASD and their families at our facilities in Park Ridge and in Evanston through services across the lifespan. Recognizing that we could expand our reach, we have developed a robust series of training seminars. Over 7,000 professionals and parents have completed our training. Since our humble beginnings, much has changed, but Have Dreams has remained true to its founding principles: **understanding the culture of autism, respecting the individual, providing a safe, predictable environment and offering meaningful learning opportunities for individuals to reach their full potential.**

Today, we are committed to staying grounded in research and progressive in practice. Since day one, Have Dreams has continued to expand to meet the needs of our growing population. As our participants were getting older, their opportunities were dwindling. Because of this, our approach to helping those with ASD is to provide a longer runway, and support individuals with autism throughout their lifespan. When we create and provide workforce training opportunities for our teens and young adults, our method is validated with our track record of competitive, inclusive employment achieved by our graduates. Our challenge is that while the prevalence of autism is rising, we must continue to fund these highly individualized services that build pathways to independence. Through your generous support, Have Dreams will continue to meet the challenges in the autism community and give our participants every opportunity they deserve. Thank you for helping make these opportunities possible!

KRISTINA E. JOHNSEN, M.A.
EXECUTIVE DIRECTOR

STEVE C. GUSTAFSON
PRESIDENT, BOARD OF DIRECTORS



WHAT IS AUTISM SPECTRUM DISORDER (ASD)?

ASD is a neurological condition that impacts the functioning of the brain. ASD influences the development of verbal and nonverbal communication, social interaction and sensory development.

- **1 in 59 children are diagnosed with ASD**
- **ASD is a spectrum disorder ranging from mild to severe**
- **50,000 individuals with ASD graduate from high school each year**
- **500,000 U.S. teens with ASD will transition into adulthood over the next decade**
- **From 2000 to 2010, ASD's prevalence increased by 119.4%**
- **3.5 million Americans have ASD**



AFTER-SCHOOL SOCIAL, COMMUNICATION & INDEPENDENT LIVING SKILLS (SCILS) PROGRAMS

Our SCILS programs help foster social, communication and friendship-building skills within a highly structured environment. Instruction is based on the TEACCH philosophy of Structured Teaching, a best-practice autism intervention program developed by the University of North Carolina at Chapel Hill. Programs are offered for ages 16 months to 25 years with a low student to teacher ratio.

PROGRAMS

Pre-K & Youth

- Wee Dream/Readiness SCILS
- Social Skills
- Interactive Games & Music
- Instructional Swimming
- Tech Club

Teens/Young Adult

- Teen/Young Adult Club
- Career Launch
- SCILS



"Our Have Dreams experience, to sum it up in one word: everything. It's given our son a safe place, free of judgement and full of friends and learning for both him and us! They are such a resource for all our questions, related to Have Dreams classes or not. It's just a happy place, and something we never knew we needed."

- Terese, mother of Richie

Parent & Professional Training Programs

Have Dreams provides a number of autism-related interactive trainings and workshops for families and professionals. These trainings and workshops provide comprehensive instruction regarding structured teaching for children on the autism spectrum.

We have trained over 7,000 parents and professionals in the state and midwest.

Current and upcoming trainings include:

- 1) Basic Elements of Structured Teaching
- 2) Reading, Math & Social Skills
- 3) Workforce Applications of Structured Teaching
- 4) Structured Teaching Classroom Set-Up
and more!

"The training was extremely informative, and I learned more (in one day) about Autism and how to work with children who are on the spectrum than I have in years!"

- Have Dreams training attendee

ADULT PROGRAMS

HAVE DREAMS ACADEMY

The goal is to help adults with ASD learn and improve upon transferable skills necessary to be successful in employment. Three intensive employment training programs for young adults with high functioning autism prepare participants for competitive, inclusive employment. Programs offer our autism-specific job readiness curriculum, community-based internship experiences, job development, job placement, and follow-on services.

100% of Have Dreams Academy graduates seeking jobs have been hired for competitive employment.



"I really wanted to work but I didn't feel confident that I could at all. But now, the difference is all the experience at my internship and being here, I feel a lot more ready and confident."

- Julie, HDA student



LIFE SCILS (SOCIAL, COMMUNICATION, & INDEPENDENT LIVING SKILLS)

A community-based program that serves young adults with ASD post-high school, offering a balance of volunteer commitments and internships, vocational training, fitness at the YMCA, and community engagement. These experiences focus on increasing independence, communication and social skills with peers in an inclusive community.



BUSINESS PARTNERS

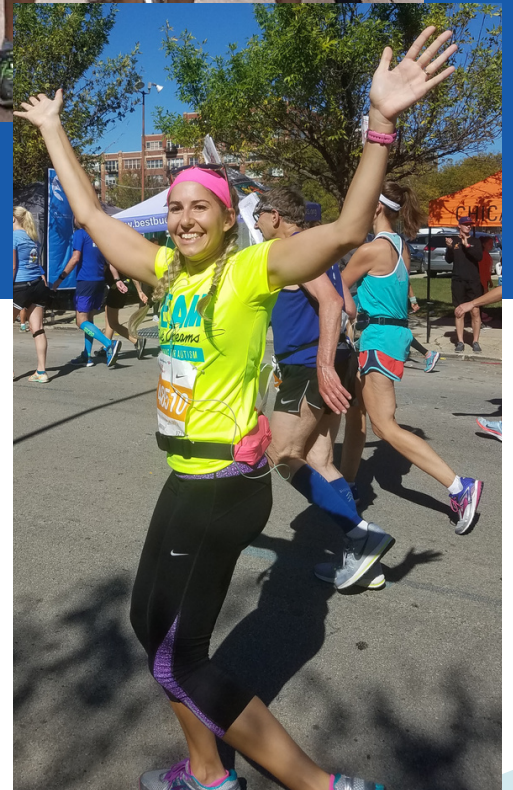
58 businesses and organizations across the corporate, manufacturing, nonprofit and retail sectors provide internship, employment, practice interview and volunteer opportunities to participants and graduates of the Have Dreams Academy workforce training program.

- Abt Electronics
- Allstate Insurance
- Advocate Lutheran General Hospital
- Amazon
- Astellas
- Bag Tags
- Banner Real Estate Group
- Call One
- Catering by Michaels
- CE Niehoff
- CIBC
- Cintas - Bedford Park
- Cintas - Schaumburg
- Creative Werks
- Dance Center Evanston
- Equip for Equality
- Erie Family Health
- Evanston Public Library
- FEW Spirits Distillery
- Forum Extended Care Services
- Full Circle Communities
- Goldfish Swim School
- Goodwill - Chicago
- Goodwill - Evanston
- Grant Thornton
- HandCut Foods
- Hu-Friedy
- I Love Sweets Bakery
- IHOP
- Inclusion Solutions
- Industrious
- Integrated Project Management
- Intersport
- IRMCO
- Jamieson Financial Services
- Jewel - Chicago Ave, Evanston
- Medinah Country Club
- Miele
- MightyNest
- Northwestern University - 28 Departments
- Panera - Park Ridge
- Park Ridge Public Library
- Random Acts of Flowers
- RavenRook Publishing
- Rice Dairy
- Royal Bank of Canada
- Sears - Schaumburg
- Skokie Public Library
- Solid Development / Dream to Product
- Starbucks - Dodge/Dempster, Evanston
- Tauber Brothers Tool & Die Co.
- Temperance Beer Company
- Tennis and Fitness Center of Oak Park
- The Spice House
- Thermal Laminating Corporation
- Trustmark
- Walgreens - multiple locations
- Ward Manufacturing
- Whole Foods - Evanston
- Whole Foods - Park Ridge
- YMCA - Evanston



NIGHT OF DREAMS 2018

Over 300 guests attended the Night of Dreams celebration at the Ritz-Carlton Chicago on April 27th, raising nearly \$500,000 to support programs benefiting the children, teens and adults at Have Dreams. Evening highlights included presentation of the 2018 Dream Maker Award to [Morton Schapiro](#), President of Northwestern University, for his partnership and support of Have Dreams in providing internship opportunities for employment training at Northwestern University. Guests at the Night of Dreams gala, chaired by Denise and Adam Hoeflich, enjoyed a delicious dinner, our signature Dreams of a Lifetime Live Auction and dancing to the Ron Bedal Orchestra.



TEAM HAVE DREAMS

2018 marked the ninth year that Have Dreams has participated as a Bank of America Chicago Marathon charity team. Each year a dedicated team of runners raises funds for Have Dreams while rigorously training to run 26.2 miles. We're proud to share that our wonderful Team Have Dreams runners have collectively raised **over \$300,000** since 2009 to help fund much-needed programs and services for children, teens, and adults with autism!



GOLF CLASSIC 2018

Master of Ceremonies [Troy Murray](#), of Chicago Blackhawks fame, and Have Dreams parent [Sid Glenn](#) shared inspirational stories and remarks with our golfers at the 2018 Have Dreams Golf Classic dinner, following a great day of golf at Itasca Country Club. Highlights from the day included on-course challenges, an exciting putting competition, cool frozen custard treats from Culver's for all of our golfers, and many valuable auction items and raffles. Thank you to all of our sponsors, golfers, donors, in-kind contributors and volunteers who worked together to [raise \\$50,000](#) and make the Golf Classic so successful.

PARTNERSHIP STORY



Have Dreams is proud to partner with up-and-coming Evanston business RavenRook Publishing. We are grateful to Katrina Meckes of Industrious Evanston, for making this introduction in support of our Have Dreams Academy program. Katrina knew we were looking for **internship opportunities that included consistent, concrete tasks**, which tend to be a great fit for individuals on the spectrum. The repetitive nature of many of the assembly and packaging processes at RavenRook proved to be a great match and in September, owner Deja Augustine welcomed two participants from Have Dreams' workforce training program. In March, Deja hired a third graduate of Have Dreams' programs. Throughout their training and transition to employment, Have Dreams staff provided **on-site support** to ensure success for both the employee and for the company. As a growing small business, our interns were among RavenRook's **first hires** and it has been exciting to see their company grow and watch the many ways in which Have Dreams' graduates are contributing to the team's successes. Have Dreams is grateful for the opportunities Deja has provided to these three individuals and for our ongoing partnership with RavenRook.

DAVID'S STORY

DAVID



David graduated from our Have Dreams Academy (HDA) workforce training program in the winter of 2018. David entered the program as a PTCB certified pharmacy technician, a challenging credential to achieve and a sought-after license in an in-demand field. David had volunteered for several years as a pharmacy technician and sought employment in this field, but never made it past the interview stage. David completed an internship at Thermal Laminating Corporation while in the Have Dreams Academy, where he received very positive feedback from his supervisor on quality, productivity, and overall performance. In supporting David's job search, Have Dreams utilized its network to explore **pharmacy opportunities** that would limit the need to provide customer service, in order to **focus on David's strengths** in his career field. David interviewed for and is now successfully employed as a pharmacy Filling Tech at Forum Extended Care Services, and was **recognized as Employee of the Month** shortly after he was hired! With the additional work experience gained through a Have Dreams Academy internship, interview skill development, workplace training, and the confidence boost the program provides, paired with the behind-the-scenes advocacy and networking opportunities our job development services include, an individual like David was able to **find the right job, setting him up for a meaningful career.**

DEIRDRE
LIFE SCILS COORDINATOR, PROGRAM LEADER



I first heard about Have Dreams when I was in middle school in 2003. The special education teacher was giving a presentation about autism and mentioned an organization that was looking for peer volunteers. I started as a social buddy in our Monday Social SCILS class and continued through high school. My first role on staff was working alongside another Have Dreams staff member, with a student who was not ready to be in social skills programs. This was a huge learning experience for me and the foundation for everything I have learned about ASD. From there I went on to be a 1:1 aide, tutor, program staff and now the Life SCILS Coordinator.

As Have Dreams has grown, so have my opportunities here. I am currently the Life SCILS Coordinator, a program for students who have graduated from high school. Our goal is to give these individuals a variety of experiences in the community. They participate in volunteer opportunities, fitness at the YMCA and community outings, and receive instructional life skills and safety lessons. [Our days are always different and we refer to our group as a “family”.](#) Many of our participants have grown up together and are always looking out for one another.

Through the years, growth, and changes, [the core values have stayed the same.](#) We want every student to feel comfortable here and to know that this is “their” place. What I love about working at Have Dreams is [the ability to individualize each participant’s program.](#) We meet each student where they are and create goals based on their individual needs and abilities. I’m fortunate to be mentored by so many staff over the years. I work with an incredible team of people who are full of compassion and understanding for the needs of others. [Have Dreams is a special place and one that will continue to do great things for the autism community.](#) I feel very lucky to be a part of it all.

COMMUNITY SUPPORT

Have Dreams is grateful to these valued individuals, groups, businesses and civic organizations that generously supported us through a variety of fundraisers and initiatives to generate support and increase awareness of our mission within the community.

Have Dreams Young Professionals Board, who volunteered, hosted and attended events this year, fostering autism awareness, and bringing support and funds to Have Dreams.

Industrious Evanston, who generously hosted our fall 2018 Business Partner Breakfast.

A team from **TicketMaster Resale**, who planted a beautiful outdoor garden at our Have Dreams Park Ridge site with our Life SCILS participants.

Bob Creevy, a member of the Have Dreams Board of Directors, who walked an amazing 479 miles from St. Jean-Pied-de-Port near Biarritz in France to Santiago de Compostela in Spain, raising autism awareness, as well as funds for Have Dreams through donations from family and friends.

Last Day of Summer Bar Crawl, hosted by **Quarterly Crawl and the Have Dreams Young Professionals Board**, a pub crawl through Lincoln Park with drink specials and giveaways at each bar. All event proceeds were donated to Have Dreams.

Astellas, who created and donated wonderful holiday kits for the students at Have Dreams to enjoy. Each holiday kit included materials and step-by-step directions to create holiday treats, art projects and decorations over the holiday break!

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Hubba-Hubba in Wilmette, who offered customers 20% off all of their purchases in exchange for making a \$25 donation to Have Dreams, for two days in November.

Kendra Scott at Old Orchard, who hosted a Kendra Scott Gives Back shopping night to benefit Have Dreams, giving Have Dreams 20% of all sales during the promotion.

Office Furniture Resources, who generously donated beautiful chairs and tables for Have Dreams' kitchen/dining area, and wonderful chairs to complete our new training room, and **Have Dreams Life Trustee Dale Seaberg** who generously helped us secure and arrange this wonderful in-kind donation.

Evanston Township High School Dance Company, who donated all of the ticket sale proceeds from their 2018 Winter Dance Showcase to Have Dreams.

Northwestern University, who invited Have Dreams to be the Community Group of the Game for NU's 2018 Homecoming football game against Nebraska.

Kirkland & Ellis, who held "Go Casual For A Cause" at their law firm where employees could pay to wear jeans to work, and chose Have Dreams to be the beneficiary.

Morton Grove Foundation who selected Have Dreams as one of their beneficiaries of their annual Taste of Morton Grove held each March at White Eagle Events & Convention Center.

Statement of Financial Position - December 31, 2018

ASSETS

Current Assets	440,222
Land, Buildings and Equipment (book value)	74,266
Other Assets	38,265
	<u>552,753</u>

LIABILITIES & NET ASSETS

Current Liabilities	51,069
Long-Term Liabilities	0
Total Liabilities	51,069
Beginning Net Assets	291,648
Prior Period adjustment	0
Change in Net Assets	210,036
Ending Net Assets	501,684
TOTAL LIABILITIES & NET ASSETS	<u>552,753</u>

STATEMENT of ACTIVITY (Condensed) for the 12 Months Ended December 31st, 2018

REVENUES

Contributions	768,067
In-Kind Contributions	39,729
Program Service Fees	661,974
Special Events Revenue	429,036
Miscellaneous Revenue	8,392
Net Assets Released from Restrictions	0
TOTAL REVENUES	1,907,198

EXPENDITURES

Staff Costs: Direct Care (Program)	841,767
Management & General	201,111
Fund Raising	<u>173,733</u>
Total Personnel Costs	1,216,611
Professional Fees & Outside Services	25,934
Occupancy	288,326
Classroom Expense	33,238
Public Relations and Marketing	28,947
Insurance	30,559
Printing and Reproduction	10,068
Other	40,361
TOTAL EXPENSES	1,674,044
DEPRECIATION	23,118
TOTAL EXPENSES WITH DEPRECIATION	1,697,162
TOTAL CHANGE IN NET ASSETS	210,036

Have Dreams Leadership & Staff

Staff

Kristina Johnsen (Executive Director/Founder) • Kayla Blakey
Alexander Bonk • Dana Fenceroy • Megan Fleischel • Aida Fuentes
Amy Fuentes • Andrea Franckowiak • Bobbi Frazes Goldman
Melanie Johnsen • Christopher Jones • Deirdre King • Cathy McCarthy
Zach McCarthy • Christine McQuinn • David Murray • Kelly Passaneau
Amanda Short • Lora Slutsky • Paulette Wilkins
Anne Westerman • Lydia Wissing

Board of Directors

Steven C. Gustafson (President) • Robert X. Creevy (Vice President)
Milton Pinsky (Treasurer) • Karen K. Riley (Secretary) • Katie Bata
Peggy Gilger • Alison Kassel • Randy Wait • Kris Johnsen

Young Professionals Board

Greg Lucchesi • Nicole Selvitella • Chris Fahey • Rick Bake • Sam Cefaratti
Amanda Labern • Michelle Labern • Mark Huber • Frankie Calabrese
P.J. Cummings • Jillian Gottschling • Tommy Muck • Breanna Piazza
Melissa Reynolds • Kaity Vostry • Tyler Vostry

Medical Advisors

Bennett L. Leventhal, M.D. • Catherine Lord, Ph.D. • Lauren Wakschlag, Ph.D.

Life Trustees

Gil Fergus • Peggy Gilger • Richard Malone
William and Connie Manika • Dale Seaberg




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Grounded in Research, Progressive in Practice